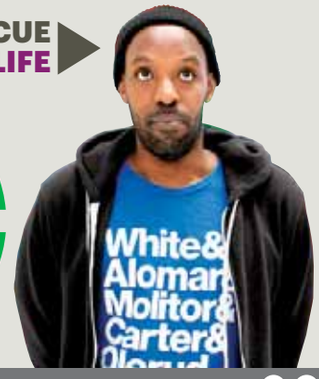
CITY GETS EXCITED ABOUT BORING

TORONTO NEWS

Toronto metro

Your essential daily news | MONDAY, APRIL 20, 2015

SHAD TO THE RESCUE LIFE



High 16°C/Low 7°C Showers

Armed U.S. guards in Union Station

SECURITY

Deal to allow Americans with guns to patrol Canadian soil

Armed U.S. border guards could soon be posted to Union Station — and if they ever use their guns, they may not be held accountable in a Canadian court.

A border pre-clearance agreement signed last month by Public Safety Minister Steven Blaney and U.S. Secretary of Homeland Security Jeh Johnson allows for armed American border guards to be posted to any port, ferry terminal, land crossing or rail station to clear goods and passengers before they cross the border.

The deal is promoted as a measure to facilitate trade and benefit the economy on both sides of the border, but critics say little notice has been taken of the clause that grants U.S. agents immunity from Canadian prosecution.

"If U.S. government agents who are on duty on Canadian soil are only going to be liable to be prosecuted in the United States for potential criminal acts in Canada, what does that mean for access to justice for people affected by those actions?" asked Josh Paterson, executive director of the B.C. Civil Liberties Association. "Is a Canadian really going to be able to access whatever system of redress that might exist in the United States for actions that take place here in Canada?"

Details of the agreement, which hasn't been made public, are limited. The number of U.S. guards coming to Canada and where they will be posted will be determined by "the market" and subject to approval by both countries, said Public Safety Canada's spokesperson Josée Sirois.

U.S. guards would not be permitted to make arrests, she said, and would instead detain suspects temporarily and call local police.

Legal scholars worry about the ramifications of the agreement, though none would offer an opinion without seeing more details. Paterson, however, pointed out that existing legislation doesn't give an American officer in Canada jurisdiction over a traveller.

"They can't use force against you. The most that they can do while you're still on Canadian soil is refuse you entry to the United States," he said. "If you want to walk away, you can walk away. Now we're contemplating that they may be able to use potentially lethal force?"

TORSTAR NEWS SERVICE

> **If they're being told that they are allowed to carry weapons in Canada, the only thing you can surmise ... is that ... they may be using force in Canada.** Josh Paterson of the BCCLA

LITTLE PRINCESS

Maddy Peter, 4, gets her face painted Sunday during the Princess Ball, a fundraiser held at the Liberty Grand in support of Make-A-Wish of Canada. Plus, a local group is donating dresses so needy students can look like princesses at the prom. Stories, Toronto News.

MARTA IWANEK/TORSTAR NEWS SERVICE

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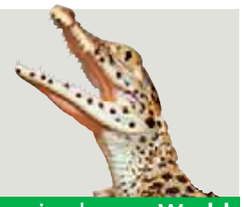

Baby Cuban crocodiles coming home. World

Lawyer reaches out to cyclists

LEGAL ISSUES

Expert says riders treated like 'second-class citizens'

Luke Simcoe
Metro | Toronto

For cyclists injured in an accident, navigating the legal system can be as hard as biking through downtown Toronto during rush hour, says lawyer Patrick Brown.

"The system can be very complicated and a lot of cyclists don't know what entitlements they have," he said.

That's why Brown, an ardent cycling advocate, has partnered with Cycle Toronto to offer free legal advice to local cyclists.

Cyclists with legal questions, whether it's about fines, the rules of the road or what to do after an accident, can contact Brown at his firm, McLeish Orlando, or can contact him on Twitter (@patrickbrownllb) using the #LegalSpin hashtag.

"I know about cycling law, and it's important for me to give back to the community," he said.

Patrick Brown CONTRIBUTED

Brown has been doing pro bono work for cyclists for years, and was part of the legal team that prompted the Ontario coroner to issue a report on cycling and pedestrian deaths in 2013.

He says he gets about five calls a week from concerned cyclists.

"Most don't need a lawyer, they just need some good advice," he said.

Common queries include whether or not cyclists have to show ID when stopped by police (they don't) or if drivers involved in a collision must pay for damage to a cyclist's bike (they do).

> **"I've never had a case where a cyclist has killed a car driver."**
> Patrick Brown

Brown has often represented the families of cyclists killed or seriously injured in collisions with vehicles.

Although the Ontario Highway Traffic Act says cyclists have equal rights to the road, they're still treated like "second-class citizens" by the legal system, he said.

"In a large number of those cases, the courts convict the driver for an unsafe turn or failure to yield and give them an $85 fine," he said. "It's unjust."

ADVICE

If you're a cyclist who's been involved in a collision, lawyer Patrick Brown says you should take the following steps:

1. Get medical attention if required.
2. Call the police.
3. Locate witnesses.
4. Get the driver's information.
5. Take photos of the scene, the car and your bicycle.

"Sometimes the police have a lot of work to do, so you have to do your own little investigation on the scene," Brown said.

FUNDRAISING SHELTER FROM THE RUN Thousands of runners made their way down Yonge Street Sunday morning for a 10K race benefiting the Red Door Family Shelter. LIZ BEDDALL/METRO

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APPOINTMENT

Saunders named chief of police

Mark Saunders is Toronto's new police chief, the first black person to hold the job.

The Toronto police services board picked Saunders from three finalists on Friday afternoon, following a day of final interviews. The announcement is slated for a 10 a.m. news conference Monday.

Deputy Chief Saunders beat Deputy Chief Peter Sloly, the more experienced senior officer. At least three sources confirmed the choice. Torstar News Service was unable to reach Saunders.

"It's over," said one source who received an email last night confirming Saunders got the nod.

"They caved," said another source of the board. "They caved to the police association; they caved to the chief; they caved to the senior officers. This is just incredible."

Sloly reportedly called Saunders Sunday night to congratulate him on winning.

Saunders, a 32-year Toronto police veteran takes the reins later this month from longtime chief Bill Blair, who leaves a force struggling to contain costs and in the midst of an ongoing controversy over racial profiling and the divisive police tactic of carding.

Saunders was appointed deputy chief in 2012, and is in charge of Specialized Operations Command, where he oversees 1,200 police officers, 164 civilian members and a budget of $175 million. He has previously served in wide-ranging areas in the force, including the urban street gang unit, intelligence division, drug squad, Emergency Task Force unit and was unit commander of the homicide squad. He is credited with creating the investigative cybercrime unit, C3.

TORSTAR NEWS SERVICE

Steam Whistle is one of Toronto's most well-known craft breweries, and councillors are hoping to encourage more to get set up. LIZ BEDDALL/METRO

Crafting a local beer niche

CITY PLANNING

Councillors look to cut red tape for breweries

Luke Simcoe
Metro | Toronto

Coun. Mike Layton wants the next pint of beer you drink to be brewed in Toronto.

Layton, with help from Coun. Gord Perks, is urging the city's planning department to pay special attention to applications for new breweries and cut through red tape, like zoning regulations, that can often snarl or delay plans.

The councillors recently sent a letter to Toronto's Economic Development Committee, asking it to "grow the craft beer sector and make Toronto the craft beer capital of the world."

Layton told Metro he's only half-joking about his lofty goals for the local suds sector.

> **Other municipalities are celebrating their craft beer culture and, frankly, our city isn't.**
> Coun. Mike Layton

Mike Layton
TORSTAR NEWS SERVICE FILE

"I was using some creative licence to make the motion more entertaining," he said, noting the title "craft beer capital of the world" doesn't actually exist. "But we do have this craft beer renaissance happening all around us ... and we can do more to promote it."

Layton believes there's still too many "hoops to jump through" for breweries who want to set up shop in Toronto.

The Ward 19 councillor assisted in the zoning negotiations that allowed Bellwoods Brewery to open a second location at Dupont Street and Dovercourt Road, and said the process was unnecessarily arduous.

"They're a very successful business in Toronto and they wanted to expand production capacity but they ran into some issues around zoning," he said. "At one point it looked like the committee wasn't going to grant them the necessary variances."

While much of the red tape brewers face is provincial — for example, Bellwoods didn't meet Ontario's 25,000-hectolitre threshold for opening a second retail location — Layton believes the city can still do more to help small breweries locate in Toronto.

"I want to make sure Toronto is on top on the craft beer wave, not behind it," he said. "If we can bring down some of the barriers it will create more economic opportunities."

LCBO SALES

Layton and Perks' letter notes craft beer is the fastest-growing product on LCBO shelves, with sales up 20 per cent year-over-year.

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Princess Ball honours Olivia

FUNDRAISER

Proceeds go to Make-A-Wish Foundation

Wearing an aqua gown and glittering face paint, Marlow Ploughman braved the hordes of little girls clad in sparkly dresses, excitedly collecting autographs from her favourite Disney princesses.

It was a rare escape for the five-year-old, who has been in treatment for a rare and aggressive form of cancer for most of her short life.

"Our life isn't normal, so to be a part of something cool and normal with everyone else is a really special moment," her mom, Tanya Boehm said. "Look at her — she's running!"

This is the essence of the Princess Ball, which grew out of one family's desire to create a tribute befitting the princess-loving daughter who left them too soon.

On Sunday, nearly 500 parents and children packed a ballroom at Toronto's Liberty Grand for the second annual fundraiser for the Make-A-Wish Foundation in memory of Olivia Grace White.

Olivia was just five when she died suddenly in her Pickering home on Boxing Day 2012 of septicemia, caused by a bacterial infection that had entered her system and spread, undetected, until she was gone.

To honour Olivia — their kind-hearted first-born who skipped wherever she went and fell in love with princesses after a trip to Disney World — her parents, Jennifer and Glenn White, founded Wishes for Olivia, which raises funds for Make-A-Wish.

Other fundraising events have included a marathon in Scotland, a golf tournament in Toronto and entering a team — the aptly named Cinder-Hell-Yeahs — in a Tough Mudder race in Mount St. Louis Moonstone, Ont.

Jennifer White said the Princess Ball is "a little tiny piece of magic" because "Olivia was our little piece of magic, and we know she would have loved this event."

The White's other children, Aurelia, 3, and Griffin, three months, were at the ball on Sunday, where guests were treated to a buffet of delicate snacks, story time with Sleeping Beauty and dance lessons with Snow White.

Tickets were $125 for adults, $50 for children and $25 for babies. All proceeds from ticket sales and a silent auction will go to Make-A-Wish.

Marlow Ploughman, 5, greets Belle from Beauty and the Beast during the 2015 Princess Ball.
MARTA IWANEK/TORSTAR NEWS SERVICE

There were also three "host" families with children currently undergoing cancer treatment, which were chosen by lottery to attend through donations. Marlow Ploughman and her mom, who drove in from the Belleville area for the event, were among them.

In the line up for the candy bar at the cocktail reception, Bronwyn Elms, seven, was hard-pressed to say which of the afternoon's events she was anticipating most.

"I'm excited about everything!" she said.

Her mom, Lisa Elms, said she was touched by the way the Whites have turned tragedy into something so positive.

"I don't know if I could do it," she said of Jennifer White. "She's pretty amazing."

White said the ball is about "moving forward with Olivia."

"We want Olivia to be at the forefront of everybody's minds today and going forward," she said. "This was the only thing we could do."

TORSTAR NEWS SERVICE

DURHAM REGION

Teachers to go on strike

Ontario's education minister says she is disappointed that high school teachers in Durham Region will be going on strike after talks broke down with their union.

The Ontario Secondary School Teachers Federation says its members will be on the picket lines Monday after talks fell flat late Friday.

It means 24,000 students in the region east of Toronto — that includes Ajax, Whitby, Pickering and Oshawa — will be staying home.

The two sides say no talks are scheduled and the Durham District School Board said that it had no choice but to close schools on Monday out of concern for student safety.

The Ontario Secondary School Teachers Federation issued a statement Saturday night. "This employer's refusal to engage in real negotiations has really left us no option," said Dave Barrowclough, president of the teachers local in the district.

THE CANADIAN PRESS

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Cherry blossoms in High Park aren't expected to hit full bloom until next month. And, when they do, you'll have to move fast to enjoy the beauty they offer. TORSTAR NEWS SERVICE FILE

Cherry blossoms right on schedule

HIGH PARK

Expect blooms around May 7, horticulture manager says

Luke Simcoe
Metro | Toronto

Warm temperatures may have arrived in Toronto, but those hoping for cherry blossoms in High Park will have to wait a little longer.

The bright pink flowers aren't expected to show up until May 7, said Garth Armour, the city's horticulture manager.

Over the last 10 years, the blossoms have arrived as early as April 13 and as late as May 14. Armour said the main factor affecting peak bloom times is the weather; colder and longer winters usually translate into later blooms and vice versa. "This winter was shorter than last year, and we've had a pretty mild March, so we're more on schedule," Armour said.

When the blossoms do appear, park-goers only have between four and 10 days to catch a glimpse before they fall to the ground.

Even if you miss the main event, Armour said there's an abundance of other flowering flora in the city, including crab apple trees and forsythia shrubs, which usually bloom shortly after the cherry trees.

"The forsythias are beautiful," he said. "It looks like the park is on fire if you're in an area with a lot of them."

> **The blossoms are the harbinger of spring. They tell us that summer is just around the corner.**
> Garth Armour, Toronto's horticulture manager

FLOWERS

The crab apple is one of the most common blossoms, says Garth Armour. COURTESY WIKIMEDIA COMMONS

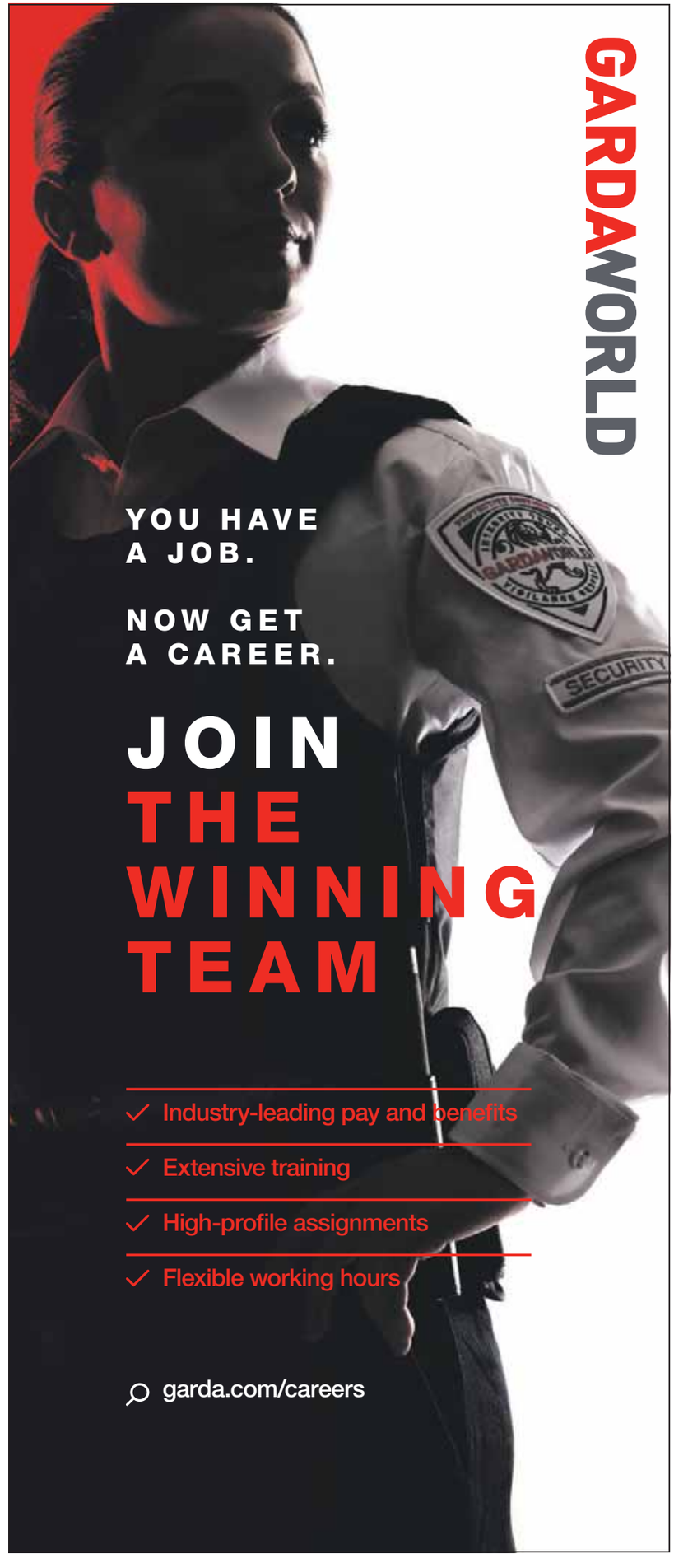
Why do trees blossom?
Blossoming is an essential part of many plants' reproductive cycles, said Toronto's horticulture manager, Garth Armour. The bright flowers and the nectar they contain help attract cross-pollinators — the birds and the bees — to the plants. "The bees are out and pollinating already," Armour told Metro. "They're gathering nectar for honey."

IN BRIEF

Boy, 14, charged with arson after Burlington grass fire
A 14-year-old boy faces arson and mischief to property charges after a grass fire in Burlington caused a power outage and hundreds of thousands of dollars in damages.

Halton Regional Police say a boy had been using a lighter to burn small items late Saturday afternoon, when the fire quickly spread and caused several wooden hydro poles to catch fire. Police say the poles then fell over, causing a brief power outage in the area. THE CANADIAN PRESS

SIU probes Brampton crash
Ontario's police watchdog is investigating after a single-vehicle collision in Brampton left two men in hospital. The Special Investigations Unit says that a Peel Regional Police officer was investigating a vehicle (near Clark Blvd. and Heart Lake Road South) at about 12:20 a.m. on Sunday.
The SIU says the vehicle then fled the scene and was later found (on Rutherford Rd. South) after it had collided with a hydro pole.
THE CANADIAN PRESS



MAPPED

10

Ten times. That's how much more the highest-paying ward contributes to city taxes than the lowest-paying ward. This map shows property taxes in Toronto's 44 wards — the darker the green, the more tax they pay. The three highest-paying wards are all downtown/midtown. Coun. Kristyn Wong-Tam, who represents one of those three wards — Ward 27 Toronto Centre-Rosedale — says the figures should put an end to the political rhetoric, popularized under the Rob Ford administration, that greedy downtowners get too much. Read what Matt Elliott has to say about city boundaries on the **Views** page.

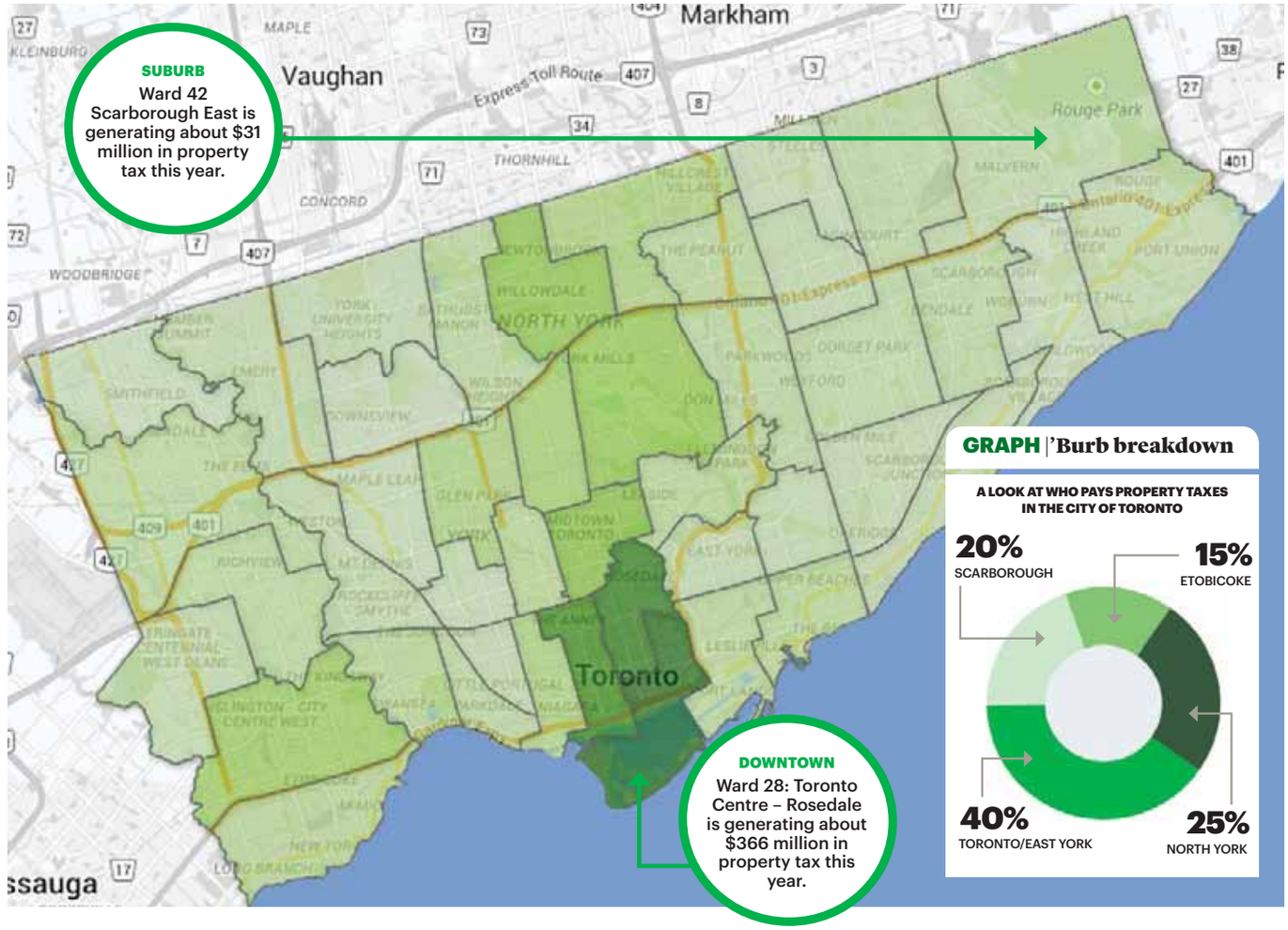
CITY HALL

The city should be spending money wherever it's needed. It doesn't matter who's paying it.

Councillor Maria Augimeri, Ward 9 York Centre, the ward that generates the second lowest amount of property taxes.

We generate the wealth, but we're willing to spread it around. Just don't choke out the prosperity coming out of the downtown.

Councillor Kristyn Wong-Tam, Ward 27 Toronto Centre - Rosedale, one of three wards that generate the most taxes in the city.



GRAPH | 'Burb breakdown

A LOOK AT WHO PAYS PROPERTY TAXES IN THE CITY OF TORONTO

FOUR POINTS TO KNOW ABOUT THE CITY TAXPAYER MAP

1. **Downtown.** Downtown pays the lion's share of property taxes. The three downtown wards contribute almost $1 billion in residential and commercial property taxes — that's because there are astronomical real estate values there, valued at almost $100 billion.

2. **Multi-residential.** The ward with the highest value of residential real estate is Ward 27, Toronto Centre – Rosedale, with a total more than $24 billion of taxable residential real estate in 2015. It has the highest value of multi-residential buildings in the city.

3. **Value per home.** Ward 25 Don Valley West, which is located just north of downtown and includes the Bridle Path, has a total of more than $23 billion of taxable residential assessment value, but fewer homes. The average assessed value per home here is by far the highest in the city, followed by neighbouring Ward 16, Eglinton – Lawrence.

4. **Ward size.** Toronto's wards aren't the same size and don't have the same number of homes and businesses. For example, the three downtown wards that generate 25 per cent of the tax revenue take up only about three per cent of Toronto's land mass.

**The city doesn't release ward-by-ward breakdown of property tax payments. All figures included here come from an analysis by Metro, where the 2015 tax rates were applied to total 2015 taxable value of property in each tax class in each ward. All of the data included here is based on the phased-in assessment values for 2015 provided by the MPAC. These values do not include properties that are excluded from paying property tax, or properties where other levels of government make payments to the city in lieu of property tax. The tax payments given are only the city's share; they do not include the education tax. There are property tax exemptions that are not captured in this analysis. The overall figures are for residential, commercial and industrial taxes. Pipelines and managed forests taxes are not included.

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‘Milestone’ move draws crowd

ENGINEERING

Move of two Eglinton tunnel-boring machines wows construction geeks and aspiring engineers

Gilbert Ngabo
Metro | Toronto

Dennis, the first of the tunnel-boring machines, at Eglinton West station. TOM SANDLER/TORSTAR NEWS SERVICE

“It’s an incredible experience, something really brand new.” — James Don

“The little one was too excited, calling it the mighty machine.” — Jackie Yao

“Just an appreciation of technology. They’ll grow up knowing they’ve seen something special tonight.” — Fulbert Yao

“We were thinking: it’s construction and they’re always behind schedule.” — Zac’s owner Darrell Renaud, who arrived at 2 a.m. and missed part of the excitement

“I’m definitely going to share these pictures and say, ‘Hey, look what I discovered over the weekend!’” — Wahed Fidaali

“It’s quite an operation to behold, big and expensive machines being moved.” — Daniel Cicero

Wahed Fidaali and Daniel Cicero.
ALL PHOTOS LIZ BEDDALL/METRO

James Don, 23, carpooled with friends from Vaughan.

The Yaos drove their children all the way from Scarborough.

Zac was still taking in the sight by 3 a.m.

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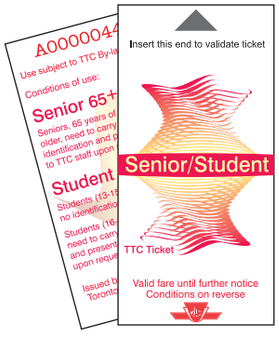

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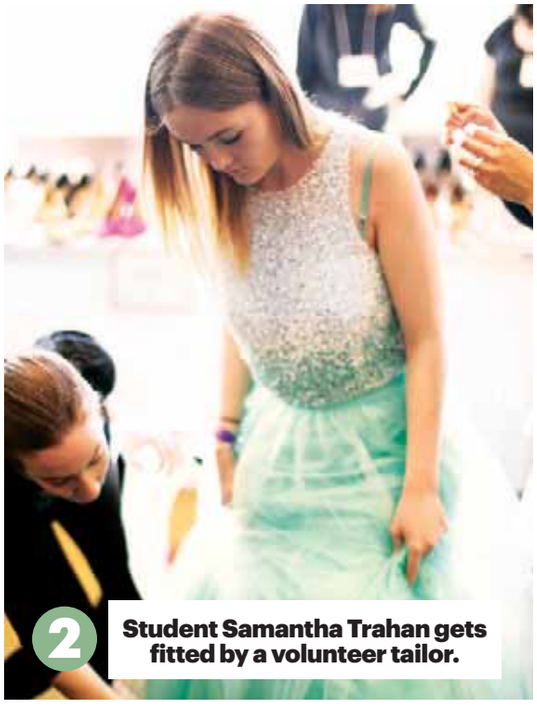
A dream and a dress

From the gown and shoes, to the earrings and the purse, the average cost of attending prom can climb into the hundreds of dollars. This Sunday, for the 15th year in a row, the Corsage Project treated 300 young Toronto women, identified through confidential referrals, to a day of shopping at the annual Boutique Ball. Each was escorted by her own personal shopper to sift through racks of dresses, shoes and accessories to find the outfit of her dreams.

LIZ BEDDALL/METRO

1 **High school student Tara Khalinilia makes her pick from an assortment of jewelry in the Toronto Reference Library's Bluma Appel Salon.**



2 **Student Samantha Trahan gets fitted by a volunteer tailor.**

3 **A team of more than 200 volunteers helped to create the personalized shopping experience.**

4 **Sparkles reigned supreme at the prom bazaar.**

5 **The organization has helped nearly 4,000 deserving students since 2000.**

Learning to eat on the cheap

LIVING BELOW THE LINE

Follow Metro's Gilbert Ngabo as he attempts to live on just $1.75 a day for one week

Gilbert Ngabo
Metro | Toronto

Elia Herrera says she has seen people live on much, much less than $1.75 a day, the amount that conventionally defines the poverty line.

"I come from Mexico and I have known people who live on almost nothing because they have no choice," said Herrera, executive chef at Los Colibris restaurant in downtown Toronto.

She is one of dozens of chefs around the country who are partnering with Live Below the Line, an initiative that is challenging Canadians to experience life on $1.75 a day for a week. It's a campaign to raise awareness of global poverty and raise funds for charities that work to alleviate it.

As willing Canadians take on the challenge — which officially kicks off April 27, although many have started earlier — Herrera and other chefs have come up with menus that can accommodate that tiny budget.

"It's amazing how much you can actually save when you live on cheap ingredients," said Herrera, who moved to Canada 11 years ago.

The menu she developed includes breakfast, lunch and dinner. For just 52 cents, you can get a "Quesadilla De Hongos" or mushroom quesadilla. Ingredients include tortillas, half a cup of shredded mozzarella, half a cup of sliced button mushrooms, four cloves of garlic and pico de gallo. Or pay 59 cents and get an "Enfrijoladas," a black-bean puree with some scrambled eggs, tortillas and half a cup of Cotija cheese. Her menu also includes instructions on how to make the food on your own.

"The important thing here is to be able to help people who are less fortunate," said Herrera. "We are very lucky that we can always eat. The minimum we can do is to always give back to the world."

I'm going grocery shopping. Let's do this.

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WE ARE ABOVE & BEYOND

ARCTIC

Canada handing off leadership at council

Canada will voice its concerns over what it calls Russia's military aggression in Ukraine during a meeting of the eight nations that make up the Arctic Council this week.

"Canada will use the Arctic Council ministerial meeting as an opportunity once again to deliver our tough message to Russia for their aggression against Ukraine," said federal Environment Minister Leona Aglukkaq, Canada's representative to the group and its chairwoman for the last two years.

But while the U.S. is sending its top foreign affairs official, Secretary of State John Kerry, the Russians won't be. Aglukkaq said she'll be making Canada's concerns known to Russia's environment minister, not Foreign Minister Dergei Lavrov.

In an interview before handing over leadership of the council to Kerry, Aglukkaq defended Canada's accomplishments during its two-year term.

Using that term to create a new forum for businesses operating in the North to get together should help create more opportunity, Aglukkaq said.

"I am most proud of the signature initiative around the Arctic Economic Council," she said. "The Arctic is going to develop and it's the private sector that's going to develop the Arctic."

The Arctic Council brings the eight countries at the top of the world together to talk about shared issues and mutual co-operation. Canada has led the group for the last two years and will hand off the chairmanship to the U.S. at a meeting in Iqaluit later this week.

The body can't discuss military matters. But it has gained in importance as the Arctic grabs more global attention and has even negotiated one legally binding treaty. THE CANADIAN PRESS

CRITICS

Some critics have said the economic council is a way to shift the Arctic Council's focus away from it traditional role of research and advice to promotion of resource development. They point out most of its representatives are from large mining or energy companies and only a few from northern businesses.

IN BRIEF

New B.C. law aims to put an end to service dog fraud

Dogs have long been recognized as man's best friend, but a new law set to take effect in British Columbia later this year is hoping to ferret out the fraudsters in their midst.

The province's newly revised Guide Dog and Service Dog Act is widely thought to be among the first in Canada to tackle the subject of service animal impersonation, an issue experts say has escalated sharply in recent years.

While there are no available numbers documenting the problem, service dog trainers and owners alike say their circles are increasingly abuzz with anecdotes of people putting official-looking paraphernalia on pet dogs in the hopes that they could then enjoy the same broad access rights as certified service animals. THE CANADIAN PRESS

BRITISH COLUMBIA VANCOUVER'S BEACHES ARE SAFE AGAIN
Authorities have lifted the health advisory to stay away from the Vancouver beaches that were sullied by a toxic fuel spill on April 9. Lab analysis of beach and water samples did not show harmful oil levels. At Jericho Beach on Sunday, a kite is flown as a girl looks out over English Bay, the site of the spill. EMILY JACKSON/METRO IN VANCOUVER

At least 74 Tory MPs depended on Duffy

EXPENSE SCANDAL

Defence says partisan activities part of senator's job

It seems everyone wanted a piece of Sen. Mike Duffy.

At least 74 former and current Conservative members of Parliament leaned on Duffy at one point or another to appear at their events, record messages for supporters or stump for them on the campaign trail, documents released at the suspended senator's trial indicate.

Duffy also did work for Ontario, Nova Scotia and Prince Edward Island Tories, and several unsuccessful federal Conservative candidates.

The former broadcaster's daily diaries for 2009-2012, now a courtroom exhibit, illustrate the full extent of Duffy's celebrity status when he was still in the party's good graces.

Duffy is facing 31 charges of fraud, breach of trust and bribery. Eighteen of those charges deal with travel expenses claimed by Duffy, some of which involved travel to partisan events.

His defence has made the case that such partisan activities are an integral part of a senator's parliamentary functions, as stated in the Senate's administrative rules. Lawyer Donald Bayne has also emphasized how much the party leadership bought in to what he was doing.

"To Duff, a great journalist and a great senator," reads one photo entered into evidence, inscribed by none other than Prime Minister Stephen Harper, that shows the two of them together at an event.

During one stretch in the summer of 2009, Duffy went to 10 political events in 18 days in two provinces and one territory.

The amount of time Duffy spent travelling and working for his colleagues and the party brass might explain the lengths that the Prime Minister's Office initially went to in order to shield his living expense claims from scrutiny. THE CANADIAN PRESS

DUFFY'S DUTIES

Some of the duties that Duffy performed for the party included:

- Participating in "tele-town hall" calls, in which MPs speak to large numbers of constituents at once;
- Visits to Conservative riding association meetings and events;
- Shooting videos and messages for the Conservative party;
- Appearing in photographs.

Video shows ISIL killing Christians

LIBYA

Ethiopian victims likely migrants

Islamic State of Iraq and the Levant (ISIL) militants in Libya shot and beheaded groups of captive Ethiopian Christians, a video purportedly from the extremists showed Sunday.

The release of the 29-minute video comes a day after Afghanistan's president blamed the extremists for a suicide attack in his country that killed at least 35 people — and underscores the chaos gripping Libya after its 2011 civil war and the killing of dictator Moammar Gadhafi.

It also mirrored a film released in February showing militants beheading 21 captured Egyptian Christians on a Libyan beach, which immediately drew Egyptian airstrikes on the group's suspected positions in Libya. Whether Ethiopia would — or could — respond with similar military force remains unclear.

This undated video released by ISIL on Sunday shows Ethiopian Christians in eastern Libya being taken to a beach before being beheaded. MILITANT VIDEO VIA THE ASSOCIATED PRESS

Ethiopia long has drawn the anger of Islamic extremists over its military's attacks on neighbouring Somalia, whose population is almost entirely Muslim. While a militant in the video at one point says "Muslim blood that was shed under the hands of your religion is not cheap," it did not specifically mention the Ethiopian government's actions.

The video could not be independently verified. However, it corresponded to other videos released by ISIL and bore the symbol of its al-Furqan media arm.

The video starts with what it called a history of Christian-Muslim relations, followed by scenes of militants destroying churches, graves and icons. A masked fighter brandishing a pistol delivers a long statement, saying Christians must convert to Islam or pay a special tax prescribed by the Qur'an.

It shows one group of captives, identified as Ethiopian Christians, purportedly held by an ISIL affiliate in eastern Libya known as Barqa Province. It also shows another purportedly held by an affiliate in the south calling itself the Fazzan Province. The video then switches between footage of the captives in the south being shot dead and the captives in the east being beheaded on a beach. It was not immediately possible to estimate how many captives were killed.

In Ethiopia, government spokesman Redwan Hussein said he believed those killed likely were Ethiopian migrants hoping to reach Europe.

THE ASSOCIATED PRESS

MIGRATION CRISIS

Europe shocked as boat sinks off Libya

A smuggler's boat, crammed with hundreds of people, overturned off Libya's coast as rescuers approached, causing what could be the Mediterranean's deadliest known migrant tragedy and intensifying pressure on the European Union on Sunday to finally meet demands for decisive action.

Italian prosecutors said a Bangladeshi survivor flown to Sicily for treatment told them 950 people were aboard, including hundreds who had been locked in the hold by smugglers. Earlier, authorities said a survivor told them 700 migrants were on board.

It wasn't immediately clear if they were referring to the same survivor, and Premier Matteo Renzi said Italian authorities were "not in a position to confirm or verify" the death toll.

Eighteen ships joined the rescue effort, but only 28 survivors and 24 bodies were pulled from the water by nightfall, Renzi said.

THE ASSOCIATED PRESS

IN BRIEF

Hundreds remember 1995 terrorist attack

About 1,000 people gathered Sunday to commemorate the 20th anniversary of the Oklahoma City bombing, which was the deadliest terrorist attack on U.S. soil until the Sept. 11 attacks six years later.

Former president Bill Clinton and Oklahoma Gov. Mary Fallin were among those who spoke at Sunday's service at the Oklahoma City National Memorial, where the Alfred P. Murrah Federal Building once stood.

The service started with a 168-second moment of silence to honour each of the 168 people who died in the April 19, 1995 attack. It concluded about 90 minutes later with survivors and tearful relatives of the dead reading the names of those killed. THE ASSOCIATED PRESS

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Swedes gift baby crocs to Cuba

NATURE

Endangered animals leave zoo for release into swamp

Cuba's efforts to sustain the critically endangered Cuban crocodile are getting a boost from Sweden, home to a pair of reptiles that Fidel Castro gave to a Soviet cosmonaut four decades ago.

A Stockholm zoo sent 10 of the couple's children to Cuba, where they will be placed in quarantine and eventually released into the Zapata Swamp, said Jonas Wahlstrom, the zookeeper who raised them.

"It's the dream of any zoo director to be part of releasing animals into the wild," said Wahlstrom, 62, clutching one of the stout-legged youngsters outside its enclosure at the Skansen aquarium and zoo in Stockholm. The 10 crocodiles are each about 1-1/2 years old and a metre long.

The Cuban crocodile, once found across the Caribbean, is restricted today to two swamps in Cuba, where it is threatened by interbreeding with American crocodiles, habitat loss and illegal hunting.

Wahlstrom said he received his original couple during a 1981 trip to Moscow. They had ended up in the Soviet capital after Castro gave them to cosmonaut Vladimir Shatalov in the 1970s as a token of friendship between the communist nations.

"He (Shatalov) brought them back to Moscow and he had them in his flat until his wife said: 'No more!'

And then he had to give them to the zoo in Moscow," Wahlstrom said.

But the zoo officials didn't have a good space for the aquatic reptiles, so they asked Wahlstrom if he could take them to Sweden.

"I had them as my hand luggage back from Moscow," Wahlstrom said.

Zoo officials in Moscow confirmed the background of the crocodiles and their handover to Wahlstrom.

Later named Hillary and Castro — in a nod to international politics — the two crocodiles have become a star attraction at Wahlstrom's zoo, where they have been breeding since 1984.

Wahlstrom said he's sent hatchlings to zoos worldwide, but this is the first time he's given any to Cuba for introduction into the wild.

Cuba's representative to Sweden welcomed the move.

"We need this type of crocodile," Cuban Ambassador Francisco Florentino said as he inspected the animals before their departure Sunday.

This would be the first time that Cuban crocodiles raised abroad are introduced into the wild in Cuba, according to Natalia Rossi of the Wildlife Conservation Society. She's been involved in other efforts to protect crocodiles in the Caribbean island nation but not the Swedish project.

However, the crocodiles first would be genetically screened to ensure that they come from a pure breed, Rossi said.

The Cuban crocodile can be distinguished from its American cousin by the way it walks and its characteristic bony ridge behind the eyes. But you can't distinguish hybrid crocodiles from pure-bred Cuban crocodiles by their appearance.

THE ASSOCIATED PRESS

BACKGROUND

Rescuing Cuban Crocs

With only about 4,000 animals remaining in the wild, the Cuban crocodile, or Crocodylus rhombifer, is red-listed by the International Union for Conservation of Nature. The population is restricted to Cuba's Zapata Swamp and the Isle of Youth.

THE ASSOCIATED PRESS

Two adult Cuban crocs in their enclosure at the Skansen zoo in Stockholm. THE ASSOCIATED PRESS

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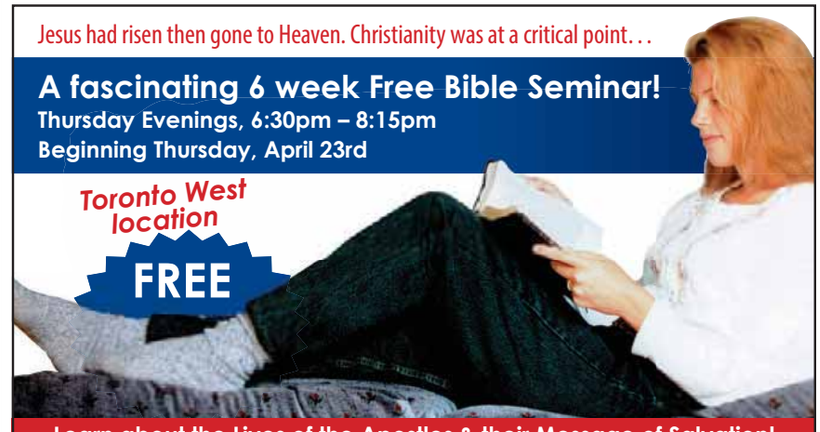

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NEW DELHI ANGRY FARMERS PROTEST NEW LAND RULES Tens of thousands of farmers rally in India's capital Sunday to protest the government's plan to ease rules for obtaining land for industry and development projects. Prime Minister Narendra Modi said existing rules, established in 2013 to protect land owners from land-grabbing and forced relocation, were creating obstacles that were spooking investors and should be simplified to attract foreign business and boost manufacturing in India. Modi passed an executive order in December, doing away with some of the rules. ALTAF QADRI/THE ASSOCIATED PRESS

Oil dip dims hope of budget goodies

FEDERAL BUDGET

Lobbyists told to put 'water in their wine' with requests

As last autumn's colours were setting in, veteran Ottawa lobbyist Dan Kelly was confident the spring would produce a federal budget surplus with ample room for announcements.

But following a long winter, the head of the Canadian Federation of Independent Business is approaching Tuesday's election-year budget with his hopes somewhat in check.

Only about six months ago, the Harper government's surplus kitty for budget day goodies in the 2015-16 fiscal plan was said to have swelled to $6.5 billion, Kelly said.

Cabinet ministers, who had waited years for a balanced budget, were salivating at the thought of being able to spend money for once. Now, they're waiting to see if there are any leftovers for their departments.

By October, everything started to change. First, the Conservatives unveiled their long-promised family tax-and-benefit package expected to carve $4.6 billion in revenue out of public coffers. Then, the weeks that followed brought the plunge in world oil prices, a crash Ottawa has predicted will indirectly chew billions of dollars from its bottom line.

Today, the surplus cupboard is bare and the Conservatives had to scramble to deliver on a long-held pledge critical to their re-election hopes: a balanced 2015-16 budget.

The finance minister has indicated the budget's $3-billion contingency reserve — designed as a cushion against unforeseeable events like natural disasters — could be in play.

Kelly, who had 20 or 30 budget-related meetings over the past year with officials, said the government's shift in tone was impossible to miss.

"With the oil-price decline you could feel it in meetings," he said of his exchanges with the government. "They've been pretty careful to try to make sure that every group that's out there with a budget request puts some water in their wine."

THE CANADIAN PRESS

FLIP SIDE

Cheaper oil turns focus on manufacturing sector

The president of the powerful lobby group, the Canadian Manufacturers and Exporters, believes the oil-price slide may have helped his cause. Jayson Myers said governments are looking to manufacturing and export industries to help lift the country's economic fortunes, particularly as the energy and commodity sectors struggle and consumer spending shows signs of maxing out.

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metro VIEWS
Your essential daily news
Monday, April 20, 2015

#MYMETRO

Al Donato, 21, Ryerson University student in Toronto

What are you doing?
I'm catching up on news before heading into the misery that is academia — I have an exam in an hour.

What do you like best about Toronto?
Our multiculturalism.

What are you listening to right now?
Earned It by The Weeknd (who also happens to be from Toronto.)

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It's time to stop warring over old city boundaries

TORY'S TORONTO
Matt Elliott

Who's getting a raw deal from Toronto amalgamation? Well, not the suburbs.

Ever since the new City of Toronto was formed in 1998 by rapidly smooshing together five mostly independent municipalities, a lot of residents of the amalgamated city have been convinced they're getting screwed.

I see the attitude reflected most in the frequent refrains from suburban politicians who ramble on about how the downtown elites are sucking up their tax dollars.

Hell, not a single Toronto city council meeting goes by these days without at least one of the 10 Scarborough councillors bemoaning how their part of the city isn't being treated fairly.

They should stop.

Not just because it's unhelpful, spiteful and generally useless rhetoric, but because the data shows that there's zero truth behind the notion the suburbs are getting a raw financial deal from amalgamation.

Instead, data from the Municipal Property Assessment Corporation obtained and analyzed by Metro reporter Jessica Smith Cross shows that it's the city core that is subsidizing the city's suburbs of North York, Etobicoke and, yeah, even Scarborough.

Cross's analysis shows that, in aggregate, the downtown area of Old Toronto will contribute 41 per cent of all commercial and residential property tax revenue for 2015, despite representing only about 23 per cent of the city's population.

On a per-capita basis, the old City of Toronto contributes three times as much commercial and residential tax revenue as Scarborough and twice as much as North York and Etobicoke.

That's a big gap.

But this data isn't just an opportunity for smug downtowners to start crowing about how they're keeping Toronto in the money.

Contrary to some councillors' belief, Toronto's city core is actually subsidizing the suburbs.

The transfer of wealth from areas with lots of money to areas with less is a fundamental part of creating a healthy economy and a functional society. It's a good thing.

We can, however, use this data as an opportunity to further consider one of Toronto's most pressing issues: economic inequality.

Dense downtown areas of Toronto predictably generate more property tax revenue than industrial or suburban areas. But the gap in tax revenue between Toronto's richest ward and its poorest is gigantic. Downtown's Ward 28 generates more than 10 times more annual revenue than Ward 43 in Scarborough, Ward 9 in North York or Ward 1 in Etobicoke.

It's a worrying trend. Toronto is concentrating its wealth in an unaffordable downtown core, pushing low-income populations to the fringes, in areas hard to serve with transit, infrastructure and social programs.

It's a problem that requires real solutions.

But those solutions aren't likely to be found by city politicians who won't stop warring over old municipal boundaries.

Matt Elliott lives and writes in Toronto. Follow him on Twitter @GraphicMatt

ROSEMARY WESTWOOD

metroview

When people think about trans, they think about genitals

Laverne Cox is one sexy woman.

The Orange is the New Black star lounged nude on what looks like luxurious linen for a photo shoot in the May issue of Allure magazine, a statement as much about trans as it is about sex.

Then there's Aydian Dowling, a transgender male model who's the front-runner in a competition to grace the cover of Men's Health magazine in November (also, may I say, quite attractive).

The trans community now has mainstream sex symbols — amen to that. This is a trans moment, a crescendo of news coverage where sex icon is a next step toward mainstream acceptance, twisted as that might be.

I want that acceptance for trans people, even if we have to wade through some dirty media coverage to get there.

Like that of Bruce Jenner. I never watched him in Keeping Up With the Kardashians, but I plan to watch him being interviewed by Diane Sawyer this weekend about the very loud rumours that he's transitioning. Jenner has confirmed nothing, but media are having a field day, photoshopping makeup onto his face, pestering his children about his gender, using trans jokes as headlines.

Canadian trans activist and writer Christin Milloy told me it's "disgusting." But don't blame Jenner. You can't ask a Kardashian (even one by marriage) to avoid making a public spectacle. And Jenner has every right to come out the way he wants.

The blame lies with us, for putting our own fascination with trans people over respect for them.

Milloy described it both as a curiosity with gender roles themselves, which none of us fit perfectly, and also "a misguided sexual fascination. When people think about trans, they instantly think about genitals."

But not all press coverage stoops to those lows. Stories about a teen's suicide in Ohio and how a transgender girl is getting support from her parents in Ottawa give a face to trans issues that can change minds.

"It's easy to hate an abstraction, it's much harder to hate real people," as Matthew Breen, editor in chief of the well-respected LGBT magazine The Advocate, noted.

For Cox, posing nude was a way to empower others. "Trans women certainly are not told we're beautiful," she told Allure. "Seeing a black transgender woman embracing and loving everything about herself might be inspiring to some other folks."

It's a laudable goal. I don't often tell people to go look up nude photos. But this is one of those times.

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Miranda Lambert's big awards show night — online at metronews.ca

Shad stands on guard for q

RADIO

Musician ready to push himself to save CBC's flagship show

Rosemary Westwood
Metro | Toronto

It's Day 1, the beginning of the answer to the question: Can Shad save the show formerly known as Q?

Months of rotating hosts have sustained it, but the CBC's flagship arts program — rebranded as q — is in desperate need of someone with the charisma that Jian Ghomeshi once brought. Someone to draw out the array of characters that rotate through that studio. Someone, in Shad's words, who can connect.

"This show is less about hard 'J' journalism, more about a heart-to-heart kind of conversation," he told Metro during an interview in the days after he was announced as q's new host.

He's had little more than a month to prepare and to shake off the nerves that seemed to take hold of him that day as he stood in the cavernous CBC headquarters, the iconic CBC emblems and faces of CBC stars all around him. Except, of course, Ghomeshi's.

"One thing he did is he brought his curiosities to the interview on a personal level," Shad said when asked if there was something he could learn from Ghomeshi's style as an interviewer.

"You could tell he was invested in the answer, like you might have the answer for me, for me personally, you know?"

In a T-shirt and hoodie, and a lopsided toque, Shad put on few airs. He had a direct gaze and a natural ease, little interested in being a celebrity, it seemed, and little interest, he said, in the celebrity of others.

"Celebrity has power, but I think the show is about more profound stories.

"I'm not interested in a show about celebrity, and I don't think the team is interested in a show about celebrity," he said.

The CBC might disagree.

Landing big-name guests has been a crucial part of its success on both side of the border.

Shad also said he doesn't think q needs to pander to its large and important American audience.

"I think you can have a Canadian show that still connects with American audiences," he said.

Shad says his success as q's host will be a measure of his own abilities and risk taking. LIZ BEDDALL/METRO

> **This show is less about hard 'J' journalism, more about a heart-to-heart kind of conversation.**
> Shad on the mandate of q

For the CBC, much rides on whether Shad will live up to hype as q's new champion. He himself said he hardly knows what to be afraid of, walking into the show with little experience as a broadcaster or host. There will be ratings to measure his success and the feedback of q staff.

For Shad, success will be a measure of his own abilities: "Am I pushing myself to ask the questions that Canadians need answers to? Am I pushing my talent and my courage? Am I taking risks? Am I scared half the time?"

But it will be Canadians who ultimately judge him, and find Shad q's saviour, or not, starting today.

Stephen Colbert, right, sports an ample white beard in honour of meeting George Lucas at the Tribeca Film Festival.
GETTY IMAGES

LATE-NIGHT TELEVISION

George Lucas weighs in on Colbert's career

Stephen Colbert came to the Tribeca Film Festival to interview filmmaker George Lucas, but the Star Wars creator had a question of his own.

"The perfect choice to replace that Jon Stewart fellow would have been you," Lucas told Colbert. Why, he wanted to know, wasn't he replacing him?

Colbert, who replaces David Letterman in September as host of The Late Show on CBS, tried to explain. "Trevor Noah is a very funny guy," he said of Stewart's recently named replacement.

Moreover, he said, "I don't want to be the guy to take over from Jon Stewart. I worked for Jon Stewart at that show, and my memories will always be of him being the keenest, most intelligent, most beautifully deconstructive mind ... And I would never, however successful I'd be, get out of his shadow."

Lucas then suggested that Colbert wouldn't need to get out from Stewart's shadow; he could simply "start jumping on his body and shouting, 'I won! I won!'"

"I'll try that," Colbert quipped.

The hour-long interview focused mostly on Lucas, however, and Colbert, sporting an ample white beard to match that of Lucas and appearing as himself, not as his retired Colbert Report pundit, made clear he's a huge fan. At age 13, he said, his world changed when he saw the first Star Wars with friends, having won four tickets in a radio station contest in Charleston, S.C.

"We had no idea what it was going to be," he said.

And then the music began, and the movie's opening scroll appeared and everything was different.

"We couldn't explain to anyone how the world was different now," Colbert told Lucas. "We had no vocabulary for what you showed us."

The two men didn't speak much about the much-anticipated new Star Wars trilogy, directed by J.J. Abrams, with the first instalment — Star Wars: The Force Awakens — opening in December. Lucas, who sold the franchise and his Lucasfilm to Disney in 2012 for $4.05 billion, said he doesn't know what the film's plot will be, but looks forward to seeing it. THE ASSOCIATED PRESS

Start saving for those rainy days

BUDGETING

Forget credit: An emergency fund means cash in the bank

MONEY MATTERS
Gail Vaz-Oxlade
gailvazoxlade.com

How long could you go without a paycheque? If you were to get sick, or if someone you loved needed to be cared for, how long would you last on what you've got sitting in the bank? If you were downsized, rightsized or wrongly dismissed, how long till the money runs out? If you tripped and fell, broke your wrist, your leg or your back and couldn't work, how long would you last?

As your first line of defence against the unexpected things life will throw at you, an emergency fund is indispensable. Without an emergency fund, you'd have to turn to credit to fill the holes. And, no, a line of credit is not an acceptable emergency fund. It's debt waiting to happen. A true emergency fund is cash in the bank.

If you're thinking, "Unemployment will tide me over," have you ever looked into what unemployment insurance pays? Talk about having to adjust your expectations! And, besides, getting a cheque isn't a sure thing. If you haven't worked enough hours to qualify, you're SOL. And if you hate your job — or the boss ends up chasing you around the desk — and you quit, you're SOL. Whatever reason you may have for "voluntarily" leaving your job, it's unlikely that you'll see a penny. And don't think getting yourself fired is the cure … you likely won't see a penny either, since being turfed for bad behaviour will disqualify you, too. Never mind the fact that no one else will want to hire you. And then there's the EI wait period. Whatcha gonna eat for those many weeks you have to wait for your first cheque?

If you're thinking, "It won't happen to me," wake up! If you honestly believe unexpected bills and misery simply can't come your way, you're delusional. All kinds of things go wrong in life: Lovies get sick, companies go belly up, people die. Hoping for a great life is one thing. Banking on nothing ever going wrong is just plain dumb.

So how much cash in the bank are we talking about? Work towards accumulating six months' worth of essential expenses. When I talk about essential expenses, I'm talking about the most basic costs being covered: rent/mortgage payment, property taxes, utilities, car payment, insurance of all kinds, food, minimum payments on your debt repayment. You can cancel the cable. You can find free fun. And that cellphone? Call and say it's lost and suspend your service!

People often can't wrap their heads around the idea of getting a pile of money together for an emergency. The concept of having enough to cover six months' worth of expenses is just too overwhelming. You've got to break it down into manageable pieces so you don't stop before you even get started.

Hoping for a great life is one thing. Banking on nothing ever going wrong is just plain dumb.

How much?

6 mos.

An emergency fund can help you weather any financial storm. Work toward accumulating six months' worth of essential expenses: rent/mortgage payment, property taxes, utilities, insurance, food, and so on.

Take stock of your expenses

List each category of expense you would have to keep covered: rent or mortgage payments, food, medical costs, insurance, child care, car payments, gas. These are your essential expenses: the stuff you must pay to keep the wolves from the door.

Go back over your list and cut out anything you've kept that's not essential to keeping body and soul together. If you've just gone from two incomes to one, you can give up your cable, telephone, entertainment and everything else you wouldn't die without, at least in the short term. Your emergency fund is designed to cover the essentials of life.

Now write in the average monthly amount for each of your essential emergency expenses. Then put six check boxes beside the amount.

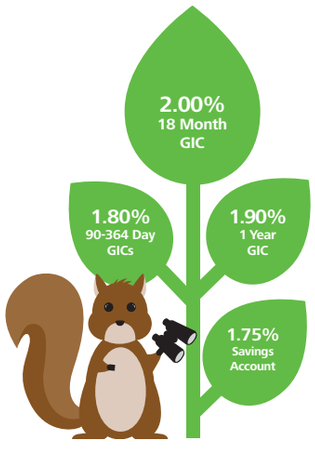
Pick the first expense you want to have covered. Let's go with shelter for our example, and say you need $1,800 to cover your rent or mortgage payment.

How much can you save every month? Open up a high-interest savings account and have the amount you've decided on deducted from your regular account to this account every month. When you've got your first $1,800 in your emergency fund savings account, you're going to put a check mark in one of your boxes. There. You've done it. One month's worth of shelter money at the ready, just in case.

A final warning: Some people, having accumulated a healthy emergency fund, have a problem with the concept of the money just sitting there. Once they've built up a couple of thousand dollars, they start thinking of that money as spendable. The vacation becomes a "sanity emergency."

The replacement windows become a "home emergency." They run up their credit cards and that becomes a "debt emergency." They find a way to rationalize spending the money because the idea of having that money sitting there is so foreign to them.

Don't fall into this trap. Remember, your emergency fund is all that stands between you and destitution!



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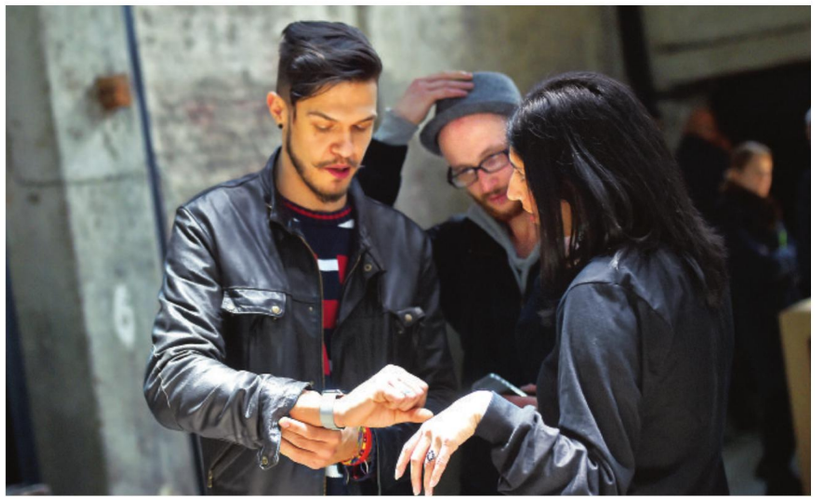

Customers try on an Apple Watch in Milan, Italy on Friday. The new technology means more bite-size news being directed at readers, say media analysts. JACOPO RAULE/GETTY IMAGES

A glance towards the future of journalism

APPLE WATCH

The New York Times, Yahoo ready bite-size news platforms

With the Apple Watch expected to sell in the millions, news organizations are refocusing their efforts to become part of that tiny screen.

In the news business, this is now called "glance journalism."

The Apple Watch, expected to catapult to the leading item in wearable technology, opens up new possibilities to a news industry seeking to connect with audiences in the digital era.

The New York Times says its app for the Apple Watch will be "a new form of storytelling" and that "editors on three continents" will update notifications. Readers will be able to "hand off" an article to view on an iPhone or iPad.

Yahoo will have four apps for the Apple device, including a news digest updated hourly with "microsummaries" of major stories, as well as apps for fantasy sports, weather and one specifically for Hong Kong news.

CNN and National Public Radio also have apps for the Apple Watch, and others are expected to follow. The new technology means more bite-size news being directed at consumers, say media analysts.

"We are about to enter the era of at-a-glance journalism'," says Mario Garcia, a consultant with Garcia Media and faculty member at the Poynter Institute for Media Studies, in a blog post.

Garcia, who is also participating in a research project on news for smartphones with Aarhus University of Denmark, said he is "fascinated" with the possibilities.

"It is more difficult to pull an iPhone out of one's pocket or a purse in a crowded New York City subway than it would be to glance at one's watch," he said.

"So, I predict that we will be doing a lot of glancing, as in reading seductive headlines and deciding if we read or not."

The emergence of wearables offers a new platform for the news media — one that is fast, personal and always on, says Robert Hernandez, who teaches mobile journalism at the University of Southern California.

"The ability to access knowledge will be quicker with the watch." For newsrooms, it is "a new opportunity to be part of this person's body," Hernandez said.

And journalism will find a way to use the smartwatch, he said: "When Twitter came out, people were saying 'You can't do journalism in 140 characters,' but it has now become an essential tool."

AFP

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The magic money talk

NEGOTIATION

Sussing out a salary can be stressful — don't let it be

OFFICE RELATIONS
Eleni Deacon

Aim too high in your salary expectations and you'll price yourself out of the running. ISTOCK

You're in the home stretch of your second interview for a golden-opportunity job. You've aced every answer and made your potential boss laugh. There's one issue, however, that must still be addressed: your salary expectations. For many interviewees, this is a question to dread. But talking pay should not cause pain.

Which is not to say that articulating salary expectations is simple. Aim too high, and you price yourself out of the running. Stoop too low, and you'll not only look inexperienced — you'll also corner yourself into a ho-hum income. You want to find your salary sweet spot: a figure that both you and your prospective employer find fair. But without knowing what's on offer, how can you name your range?

First, do your research. There are several websites that calculate loose — if not entirely reliable — guidelines for the pay scales in different fields. You should also talk numbers with people who work in similar domains. Remember that job interviews are about determining your knowledge and fit. Naming a market-range salary makes you a more feasible candidate — and it also shows your industry savvy.

On the day of your interview, expect to be asked about your expectations. Should discussing money make you antsy, practice beforehand. Determine if there is any outstanding information you need — like whether your compensation package will include benefits or perks — and ask all relevant questions before citing your rate. Make sure you're comfortable with the bottom end of your scale.

Despite careful prep, many job hunters will be offered salaries that fall well below their expectations. When faced with weak wages, assess the position's non-monetary value. Are there growth opportunities within the company? Will you be learning significant new skills or making valuable connections? A solid salary is just one element to fulfilling work.

THE NUMBERS

Keep it narrow

While it's smart to propose a range in your salary expectations, don't make it too wide. $45 to $50K suggests flexibility; $30K to $60K suggests you're flinging digits with no concept of your own worth.

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APPS REVIEWS PICKS FOR THE WEEK

MIND THE APP

Kris Abel
@RealKrisAbel

The latest gore-filled edition of a gaming classic, J. K. Rowling gets illustrated, and a friendly monster energizes your fitness routine — check out our picks for this week's best downloads.

VIDEO GAME

Mortal Kombat X

- PS4/Xbox One/PC
- Rating: Mature 17+

With fatalities from face eating and disembowelment, this tenth entry is the goriest of the franchise. Yet its fighting is accessible, its characters diverse, and its dense story is really good-humoured. With combo chains and more interactive arenas it's perhaps the best in the series; just don't play it on a full stomach.

EBOOK

Very Good Lives

- By J. K. Rowling
- Kindle/iBooks/Kobo

Rowling's Harvard commencement address on failure and imagination was written to be spoken aloud and so this text uses poetic illustrations to visualize the expressive nature of her voice — the way she shares details on the side, releases ideas into the skies, and paints vivid memories is both dark and insightful.

FITNESS

Lazy Monster

- iPhone
- Free

This may be a simple seven-minute workout, with no tracking or customization, but it stars an encouraging cartoon monster who offers clear instruction for a range of home exercises to a very upbeat soundtrack. He makes wall-sits, crunches, squats, and especially shadow boxing seem like good fun.

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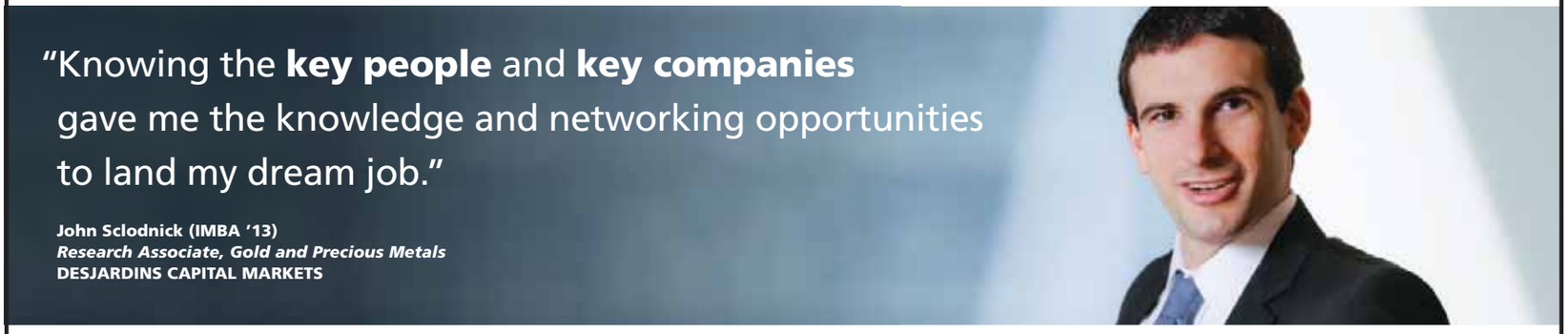
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DAD ISSUES

Ariana's boyfriend in Grande trouble

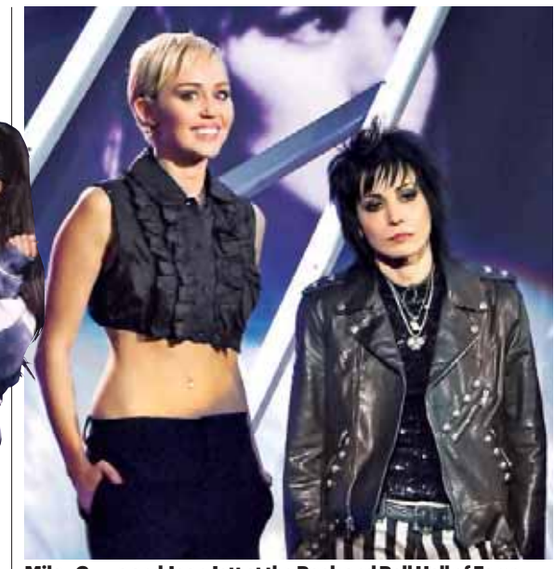
It's one thing for Big Sean to make a naughty double entendre about his thing with Ariana Grande.

It's another for her dad to get involved and act, well, like a dad. Big Sean had posted a picture to Instagram of him with a Detroit baseball cap, writing "I gave her that D… #Detroit."

Hello, nurse!

Then her dad, Edward Butera, got involved, writing in the comments section, writing: "that D. better be Detroit Sean."

Not since the old Saturday Night Live sketch where a guy met his date's pop and it was Steven Seagal has a guy brushing up with his girl's father been this awkward.



Miley Cyrus and Joan Jett at the Rock and Roll Hall of Fame ceremony Saturday. ALL PHOTOS: GETTY IMAGES

SONY HACK

Amy Adams target of Russell's Hustle rages

Last week Wikileaks did their thing and released over 40,000 more private emails from the Sony hack that happened in December, but so far it doesn't appear this new batch will lose any exec their job.

One juicy bit is that it appears once-troubled, now-golden director David O. Russell may still be kind of a jerk on-set.

The filmmaker who famously enraged George Clooney on Three Kings and was caught screaming at Lily Tomlin on I Heart Huckabees allegedly cleaned up his act and was rewarded with three monster hits in a row.

But leaked emails reveal he may have still be at it, claiming that while making American Hustle he was abusive to cast and crew alike, including Amy Adams.

"He grabbed one guy by the collar, cursed out people repeatedly in front of others and so abused Amy Adams that Christian Bale got in his face and told him to stop acting like an a—hole," reveals one email.

Miley shocks, Joan yawns

Matt Prigge
Metro in New York City

Miley Cyrus wore nipple pasties at the Rock and Roll Hall of Fame ceremony Saturday night. Are you shocked? Of course you are! You'll also likely break a monocle reading the start of her intro for inductees Joan Jett and the Blackhearts.

"I'm going to start off this induction with the first time I wanted to have sex with Joan Jett," Cyrus told a packed house while wearing a different, pastie-less dress. Perhaps more alarming, though, is that the anecdote proved less salacious than sincere.

"We were in her bathroom, and we were smoking and just talking, and this was one of the moments in my life where I wanted to be as present and absorb everything that she said to me," she recalls. "Joan's music, her activism, who she is. In all of our lives, all of us are going to experience people who try to tell us who to be and what to be. F— those people!" That's even more empowering than the video where she sings about heartbreak, starkers astride a wrecking ball.

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PROJECTS

Von Trier sets eyes on TV

When last we checked in with him, Danish filmmaker Lars Von Trier was in a pessimistic mood, saying he didn't think he could make another film, no doubt in part because his last, Nymphomaniac, was five hours long. But there may be a Von Trier show.

He's gearing up for the TV show The House That Jack Built, which, he told a University of Copenhagen audience, may follow a serial killer from his perspective. He's also battling his own drinking, after trying out sobriety and deciding he likes to at least keep things low-ish. "I drink moderately — probably not moderately enough," he said.

metro SPORTS

Eugenie Bouchard lost both of her singles matches in Canada's loss to Romania in Fed Cup World Group action

Raps' Lowry working on 'adjustments' for Game 2

NBA

Weak shooting makes for one of all-star's worst games

Kyle Lowry leaned on the microphone podium, and with the sleeve of his T-shirt wiped the sweat from his eyebrow.

The Toronto Raptors didn't practise Sunday, instead holding a team video session. And when the players piled out, Lowry headed upstairs to the practice court to work on his shooting.

The Raptors point guard had one of the worst games of his season in Saturday's 93-86 overtime loss to Washington, and those who know him best say that won't happen again.

$60K

The total fines for Raptors general manager Masai Ujiri's obscene language when addressing fans before Saturday's tip-off.

The Raptors' Kyle Lowry sits on the bench on Saturday after fouling out of Game 1 of their first-round series against the Wizards at Air Canada Centre. FRANK GUNN/THE CANADIAN PRESS

"I have no doubt that Kyle Lowry will come back and play at a level that he's played at and has made him successful," said coach Dwane Casey. "That's who he is: he's a guy who plays better with a chip on his shoulder. He's been doubted all his life since junior high school, so I think he'll bounce back.

"I don't think shooting is where you rate him, I think making winning plays, defensive plays, draw and kick, not turning the ball over — those are the winning plays that he's excellent at."

Lowry had just seven points on 2-for-10 shooting, plus four assists and three turnovers, and fouled out of the game with 2:36 left in regulation. The picture of the dejected point guard sitting alone on the bench, head in hands, said everything.

"Super difficult," he said, on sitting out the end of the game. "Just fouling out in general and not being able to be myself and help my teammates was definitely more frustrating than I wanted it to be. But that's Game 1. You learn from your mistakes and you get better. That's what the playoffs is about — adjustments."

Game 2 is on Tuesday night.

THE CANADIAN PRESS

PLAYOFFS

Irving stakes Cavs to early lead over Celtics

Kyrie Irving scored 30 points in his playoff debut, LeBron James added 20 in his first post-season game with Cleveland in five years and the Cavaliers opened a run toward an NBA title with a 113-100 victory over the Boston Celtics on Sunday.

Irving made five three-pointers and Kevin Love added 19 points and 12 rebounds.

Isaiah Thomas scored 22 points to lead the seventh-seeded Celtics.

THE ASSOCIATED PRESS

The Cavaliers' LeBron James throws down a dunk on Sunday.
JASON MILLER/GETTY IMAGES

Hawks down pesky Nets

Kyle Korver scored 21 points, including five three-pointers, and the top-seeded Atlanta Hawks held off the Brooklyn Nets 99-92 in Game 1 of the Eastern Conference playoff series Sunday night. The Hawks led nearly the entire game and pushed the margin as high as 16 points, but the Nets kept coming back.

THE ASSOCIATED PRESS

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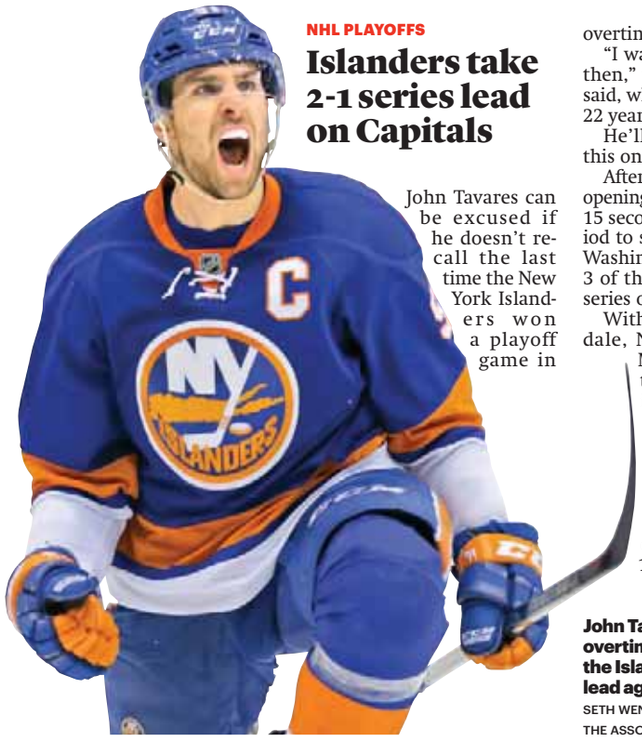


NHL PLAYOFFS

Islanders take 2-1 series lead on Capitals

John Tavares can be excused if he doesn't recall the last time the New York Islanders won a playoff game in overtime.

"I was only three years old then," the Islanders' captain said, when informed it's been 22 years since that happened.

He'll certainly remember this one.

After winning the overtime-opening faceoff, Tavares scored 15 seconds into the extra period to seal a 2-1 win over the Washington Capitals in Game 3 of their first-round playoff series on Sunday.

With the crowd in Uniondale, N.Y., chanting "MVP! MVP" Tavares provided the Islanders a 2-1 series lead.

And he became the first Islanders player to score a playoff overtime goal since David Volek did in Game 7 of a second-round 4-3 win over Pittsburgh on May 14, 1993.

New York had lost its previous six overtime playoff games.

Tavares' tally was the second-fastest playoff overtime goal in Islanders history. J.P. Parise scored in 11 seconds on April 11, 1975, in the franchise's first post-season game decided in OT.

Game 4 is at Long Island on Tuesday.

The Islanders won by avoiding blowing a lead for a second straight game after giving up three straight goals in a 4-3 loss in Game 2 at Washington on Friday.

This time, New York gave up the tying goal with 6:06 left in regulation, when Nicklas Backstrom snapped in a shot off the crossbar.

"It happens," Tavares said. "You have to deal with each and every shift, the adversity you face. You have to move on."

Off the faceoff, Nikolay Kulemin fired the puck at the net from centre. Capitals goalie Braden Holtby played it and gloved the puck to defenceman John Carlson, who quickly sent it up the boards.

Islanders defenceman Nick Leddy intercepted the puck at the left point and shot it toward the net, where Kulemin redirected it in the circle.

Holtby made a pad save and then attempted to poke the puck into the right corner. Tavares was already racing in and shovelled the shot in before Holtby could cover the post.

"It happened pretty quick, obviously," Holtby said. "Another rebound and it's in the net. We need to start off an overtime in a more defensive way. It's something we need to learn from."

THE ASSOCIATED PRESS

John Tavares scored in overtime on Sunday to give the Islanders a 2-1 series lead against the Capitals.
SETH WENIG/ THE ASSOCIATED PRESS

GAME 3 On Sunday

2	1
ISLANDERS	CAPITALS

KEY STATS

Islanders: Goals — Kyle Okposo, John Tavares; Saves — Jaroslav Halak, 24.
Capitals: Goal — Nicklas Backstrom; Saves — Braden Holtby, 40.

NHL PLAYOFFS

Hawks put down Preds in 2nd frame

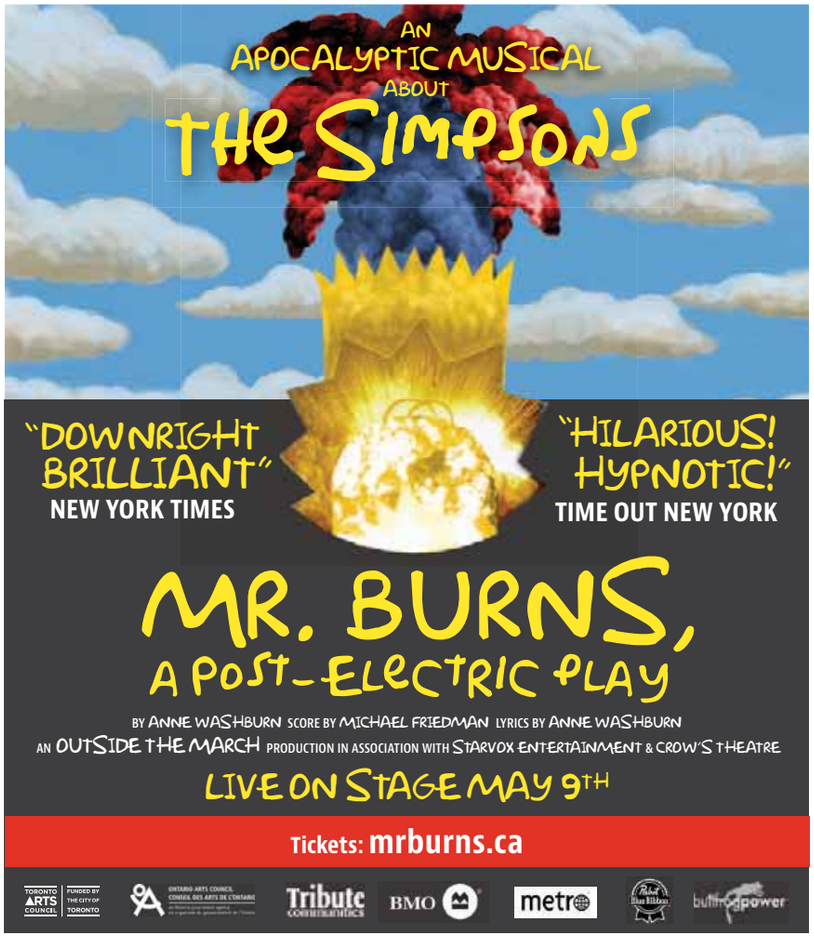
Jonathan Toews had a goal and an assist, and the Chicago Blackhawks used a three-goal second period to beat the Nashville Predators 4-2 on Sunday for a 2-1 lead in their first-round playoff series.

Marian Hossa had two assists and Scott Darling made 35 saves to help Chicago win for the 20th time in its past 24 post-season home games. Brandon Saad, Brent Seabrook and Andrew Desjardins also scored in an impressive response by the Blackhawks after Friday night's 6-2 loss in Nashville.

Darling, a native of the Chicago suburb of Lemont, made his first post-season start after Corey Crawford was ineffective in the first two games of the series. The rookie also replaced Crawford in Game 1 and made 42 saves as the Blackhawks rallied for a 4-3 victory in double overtime.

Mike Ribeiro and Mattias Ekholm scored for Nashville, and Pekka Rinne had 26 saves.

THE ASSOCIATED PRESS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NFL

Eagles expected to sign Tebow: Sources

It's Tebow Time in the City of Brotherly Love.

Tim Tebow is expected to sign a one-year contract with the Eagles on Monday, according to three people familiar with the deal. The people spoke to The Associated Press on condition of anonymity Sunday because the contract hasn't been finalized.

Tebow hasn't played in the NFL since 2012 with the New York Jets. He was released by the New England Patriots before the 2013 season and spent last year working in television as an analyst for the SEC Network and ESPN.

Despite being out of the league, the 27-year-old Tebow remained one of the most popular players around.

THE ASSOCIATED PRESS

47.9

Tebow has completed just 47.9 per cent of his passes for 2,422 yards, 17 touchdowns and nine interceptions.

Tim Tebow played for the Patriots in the 2013 pre-season.
GETTY IMAGES

SOCCER

Villa wins in squeaker
Aston Villa came from behind to beat Liverpool 2-1 in the semifinals of the FA Cup on Sunday to clinch a title match next month against Arsenal.

Villa went behind in the 30th minute when Philippe Coutinho gave Liverpool the lead from close range But Villa responded well and in-form striker Christian Benteke equalized, followed by a swift move from Fabian Delph. THE ASSOCIATED PRESS

Man City wins after own goal
A bizarre own goal from West Ham's James Collins helped Manchester City back to winning ways in the Premier League, but its 2-0 victory on Sunday was overshadowed by a head injury to David Silva.

The 29-year-old Silva was stretchered off and taken to the hospital after suffering suspected cheekbone and collarbone injuries in his clash with Cheikhou Kouyate. THE ASSOCIATED PRESS

Roma draws with Atalanta
Roma failed to make the most of Lazio's defeat as it was held 1-1 at home by relegation-threatened Atalanta in Serie A to move level on points with its city rival in second spot, while Inter Milan drew 0-0 against AC Milan in a heated derby match.

Roma and Lazio, which lost 2-0 at Juventus on Saturday, meet in the penultimate round of the season.

THE ASSOCIATED PRESS

Jays rookie's bad day

MLB

Atlanta wins after two errors cede four runs

Dalton Pompey shouldered the blame Sunday for the Toronto Blue Jays' 5-2 loss to the Atlanta Braves.

The rookie centre-fielder from Mississauga, Ont., figured in four of Atlanta's runs. He misplayed Jonny Gomes' first-inning fly ball with the bases loaded that resulted in a three-run double. Then in the third, Pompey's throwing error brought Freddie Freeman home for the Braves' fourth run.

"We lose that game because I don't make that play and I take full responsibility for that," said Pompey, who began his availability by apologizing to Toronto coaches, players and fans. "I kind of stopped for a second and broke back and the ball started to slice back to my reverse side and I couldn't make the adjustment in time … I should've been playing deeper in that situation but I wasn't.

"I made a bad throw also. It's a learning experience for me but unfortunately it was one of those where I feel like I cost the team a chance to stay in the game."

SUNDAY IN TORONTO

5	2
ATLANTA	TORONTO

Pompey, 22, admitted he's been playing scared this season, afraid to make mistakes. But he said Sunday's miscues reinforced the importance of playing aggressively and living with the results.

"It shows me I just need to be more aggressive and if I make mistakes being aggressive then it won't be as bad," he said.

Pompey wasn't the only Toronto rookie to struggle. Losing left-hander Daniel Norris (1-1) allowed five runs (four earned) on six hits with two walks and a strikeout over 2-2/3 innings.

"I'm going through a little bit of a dead-arm phase," Norris said. "It's something where you feel 100 per cent fine but it (ball) doesn't come out like it usually does.

"Even if I throw and it says 93 or 94 (miles an hour) it doesn't have the same life on it and I can't really command it like I'm used to. It's mentally exhausting going out there trying to do something to give you a little bit of momentum. You can't do anything to fix it, you just get through it."

THE CANADIAN PRESS

Dalton Pompey misplays a ball hit by Jonny Gomes for three RBI in the first inning on Sunday at Rogers Centre in Toronto.

TOM SZCZERBOWSKI/GETTY IMAGES

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1. Preheat the oven to 425°F. 2. Whisk together the flour, stock and milk in a saucepan until smooth. Place over medium heat and cook, whisking constantly, for about 3–5 minutes or until the mixture is hot and thickened. Stir in the 3/4 cup cheddar and Parmesan cheeses and the mustard. Cook until the cheese melts, about 1 minute. Remove from the heat.

2. Meanwhile, bring a large pot of water to a boil. Add the macaroni and cook for about 8–10 minutes, until tender but still firm. Drain well and place in large oven proof skillet. Add the cheese sauce and chicken and toss to combine.

3. To make the topping, combine the breadcrumbs, Parmesan and oil in a small bowl. Sprinkle evenly over the macaroni and top with ¼ cup cheddar cheese.

4. Bake in the center of the preheated oven for 10–15 minutes or until the filling is hot and the top is golden. Garnish with the parsley and serve right out of pan.

Ingredients
- 2 Tbsp all-purpose flour
- 3/4 cup chicken (or vegetable) stock
- 3/4 cup canned evaporated milk (2%)
- 3/4 cup shredded aged light cheddar cheese
- 3 Tbsp grated Parmesan cheese
- 1/2 tsp Dijon mustard
- 1 3/4 cups elbow macaroni
- 3/4 cup diced cooked chicken topping
- 3 Tbsp seasoned dry breadcrumbs
- 1 Tbsp grated Parmesan cheese
- 2 tsp olive oil
- 1/4 cup shredded aged light cheddar cheese
- 3 Tbsp chopped parsley

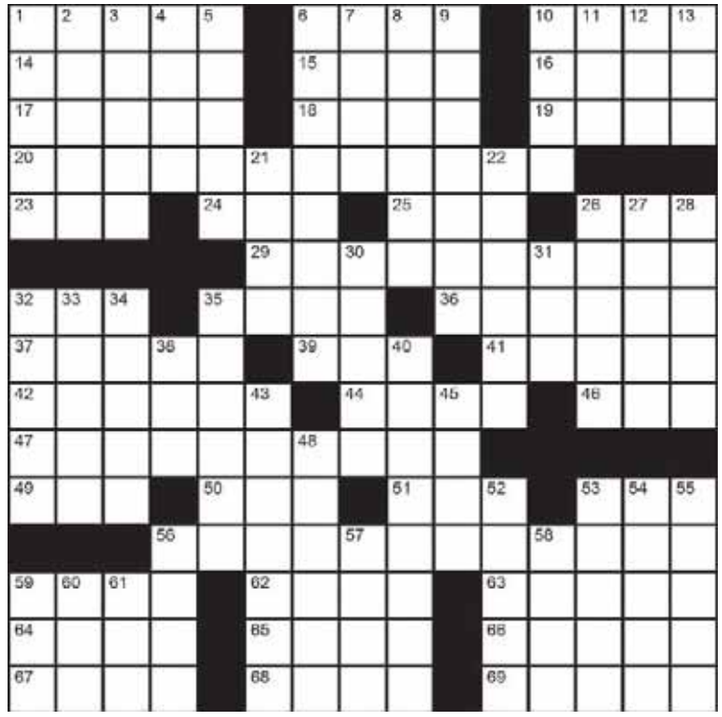
Nutrition per serving
- Calories 321 • Protein 25 g
- Carbohydrates 37 g
- Fibre 1.6 g • Total fat 9 g
- Saturated fat 3.9 g
- Cholesterol 41 mg
- Sodium 391 mg

PHOTO: ROSE REISMAN

CROSSWORD Canada Across and Down

BY KELLY ANN BUCHANAN

ANSWERS ONLINE metronews.ca



ACROSS
1. Casually converses
6. Mil. ranks
10. Optimism
14. Shack
15. Jai's usual follower
16. Sacred bird of ancient Egypt
17. Marketplace of ancient Greece
18. Variety
19. Does a 'Thou shalt not'
20. Hot trend in horticulture: 2 wds.
23. Abolish
24. :(
25. "__ _ Slave 4 U" by Britney Spears
26. A fox is this
29. Thoroughfare (spelled out here) in Langley, BC that runs alongside the U.S. border: 2 wds.
32. Energy
35. Casino game
36. Antique finish
37. Blow _ __ (See red)
39. "__ Wiedersehen!"
41. Green stones
42. Lap the other track racers again
44. Tepid
46. East: French
47. Name of Michael Snow's soaring Canada Geese artwork in the Toronto Eaton Centre: 2 wds.
49. MLB's Cardinals, on scoreboards
50. German 'I'
51. __-Tac-Toe
53. Bread roll variety
56. Theme of the Royal Tyrrell Museum in Drumheller, AB
59. Be open-wide
62. "Deal __ __ Deal"
63. Car polishing person
64. Mr. Clapton
65. _ the crack of dawn: 2 wds.
66. www mag
67. "Star __"
68. 'Great' dog breed
69. Leases

DOWN
1. Fray
2. Wrestling Hulk
3. Cold shoulder it
4. The Yukon, e.g.
5. Finishes off, Knight-style
6. Newfoundland town; or, Jan & Dean's "The Little Old Lady from __"
7. Madrid 'flower'
8. Fitness routine component
9. Guide for visitors to a web page
10. Disapproving noise
11. Fabric belt
12. ATM-user's code
13. 'Host' suffix
21. Fixed stare
22. "__ Rug" by Victoria-born singer Ian Tyson
26. Catty
27. Montreal 'moons'
28. Leavening agent
30. Awaken
31. In-flight info, for short
32. Paper sleeves encircling hot takeout cups of coffee
33. "Because _ __ like it!" (That's why!)
34. Student
35. Ottawa-born singer Ms. Chante
38. U.S. performers' org.
40. Citation below the text
43. "Charlie __. __" (2010) starring Zac Efron
45. BBQ rod
48. Mount Everest professional
52. Retreat in fear
53. Confine: 2 wds.
54. Insurance professional
55. Ceremonial funeral stacks
56. Actor Gregory
57. __ __ even keel
58. Chill out
59. Acquire
60. Get there, briefly
61. Circular dessert

IT'S ALL IN THE STARS by Sally Brompton

Aries March 21 - April 20
You may not have been serious about a social or political issue in the past but you are certainly serious about it now. You won't rest until you've had your say and made your mark.

Taurus April 21 - May 21
It's not often you splash out on gifts for other people but with the Sun moving into your sign today you are in an optimistic, and therefore generous, mood.

Gemini May 22 - June 21
The next few days could be special for affairs of the heart. But you also have some thinking to do, so set aside an hour or two where you can be alone with your ideas.

Cancer June 22 - July 23
Don't worry too much about trying to impress other people. With the Sun firmly on your side again you will get all the approval you could wish for over the next few days.

Leo July 24 - Aug. 23
Someone who is usually the life and soul of the party is a bit depressed at the moment and you must make it your business to find out what is wrong. Calm their fears and cheer them up.

Virgo Aug. 24 - Sept. 23
One way or another you will get what you want over the next 24 hours. But you will get it quicker and easier if you avoid strong-arm tactics and use charm and persuasion.

Libra Sept. 24 - Oct. 23
The Sun leaves the relationship area of your chart today but that is not an excuse to pay less attention to the one you love. Show a little passion over the next 24 hours.

Scorpio Oct. 24 - Nov. 22
Your instincts are telling you that a calculated risk of some kind could pay off in a big way but do you have the courage to go through with it? Only you can make that decision but make it soon or the opportunity will be gone.

Sagittarius Nov. 23 - Dec. 21
You will be the center of attention for all the right reasons over the next 24 hours. Your wit and your charm will attract others.

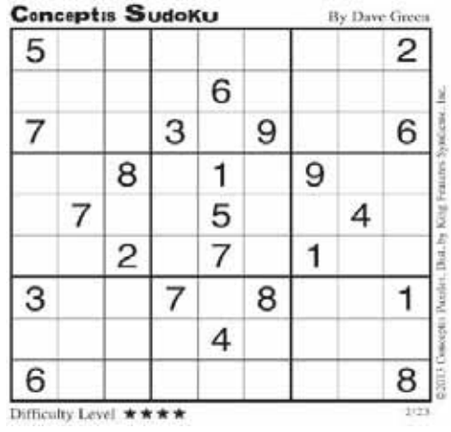
Capricorn Dec. 22 - Jan. 20
Don't push yourself too hard as the new week begins. The Sun's move into the most dynamic area of your chart will fill you with energy and enthusiasm but you need to plan a bit too.

Aquarius Jan. 21 - Feb. 19
Something will grab your attention today and you will be focused on it to the exclusion of everything else. Remember, though, that other people exist as well.

Pisces
Feb. 20 - March 20
The time has come to forgive and forget. The Sun moves on today and so must you – there is simply no point hanging on to disputes that belong in the past.

CONCEPTIS SUDOKU by Dave Green

Every row, column and box contains 1-9



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